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Title: Reproductive Health Protection Guidance

Revision Date: 11/01/02

This document describes guidance for BWXT Y-12, L.L.C. (BWXT Y-12) employees who are planning a family or who suspect that they are pregnant.

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Page: 1 of 5

Subject: Reproductive Health Protection Guidance

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Re-Affirm Date

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Signature and Date

Subject: Reproductive Health Protection Guidance

REVISION LOG

Revision Date	Revision Description	Affected Pages
11/01/02	DM/R #02-ESH-33. Non-Intent Modification to incorporate BWXT Y-12, L.L.C. bluesheet changes.	All
11/01/00	BWXT Y-12, L.L.C. bluesheet accepted with noted changes.	All
10/01/99	DM/R #: 99-ESH-36 Non-intent change	
	Updated format and changed document number to make consistent with recent changes in the command media program and numbering system.	4,5
	Changed Health Services Organization to Medical Clinic.	4,5
	Changed Safety and Health Organization to Industrial Hygiene Department.	

Subject: Reproductive Health Protection Guidance
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CONTENTS

SCOPE	4
STRATEGY	4
OTHER DOCUMENTS NEEDED	4
INTERFACES/RESPONSIBILITIES	4
A. Female Employee	4
B. Male Employee	5
C. Medical Clinic	5
D. Industrial Hygiene Organization	5
E. Line Management	5

Subject: Reproductive Health Protection Guidance**SCOPE**

This document describes guidance for BWXT Y-12, L.L.C. (BWXT Y-12) employees who are planning a family or who suspect that they are pregnant.

This guidance applies to reproductive hazards that may result from exposure to chemical and physical agents. Reproductive hazards associated with ionizing radiation are not within the scope of this guidance document.

STRATEGY

The goal of this document is to help protect the fertility and embryo/fetal health of employees from chemical and physical stresses in facilities operated by BWXT Y-12. Through voluntary notification to the Medical Clinic of pregnancy or concerns about possible workplace exposures that pose reproductive hazards, steps can be taken to minimize any potential exposure.

The Medical Clinic and the Industrial Hygiene Organization assist the line organizations by providing recommendations to protect the employee from exposure to reproductive hazards.

NOTE: BWXT Y-12 recommends that employees who suspect they are pregnant promptly report this to Medical Clinic so that their work environment can be evaluated for reproductive hazards. Reporting a pregnancy to Medical Clinic is a voluntary choice made by the employee so that a workplace evaluation can be made.

OTHER DOCUMENTS NEEDED

- o UCN-13870, Pregnancy Declaration and Workplace Investigation
- o UCN-16305, Request for Pre-Placement, Health Evaluation and Medical Restriction

INTERFACES/RESPONSIBILITIES**A. Female Employee**

- C Consult the Medical Clinic and/or the Industrial Hygiene Organization if she is planning a family and is concerned about possible workplace exposures.
- C Report any planned or suspected pregnancy to the Medical Clinic and/or Industrial Hygiene Organization and fill out UCN-13870, Pregnancy Declaration and Workplace Investigation, provided by the Medical Clinic.
- C Follow the recommendations of the Medical Clinic and the Industrial Hygiene Organization regarding work or the workplace during the pregnancy.
- C Report any changes in work duties or workplace assignments during the pregnancy to the Medical Clinic and/or the Industrial Hygiene Organization.
- C Report to the Medical Clinic upon return to work after childbirth and indicate whether or not she intends to nurse the child.

Subject: Reproductive Health Protection Guidance**INTERFACES/RESPONSIBILITIES (cont.)****B. Male Employee**

- C Consult the Medical Clinic and/or the Industrial Hygiene Organization if he is planning a family and is concerned about possible workplace exposures.

C. Medical Clinic

- C Provide medical consultation to employees who are pregnant, planning a pregnancy, or nursing after childbirth.
- C Inform the Industrial Hygiene Organization of the need for a workplace investigation by forwarding a copy of UCN-13870.
- C Use UCN-16305 to make recommendations for any needed workplace modifications and any medical limitations/restrictions of the employee to the supervisor based on the results of the workplace investigation, the preliminary medical consultation, recommendations by the attending obstetrician, and any employee concerns.
- C Determine, during the pregnancy, the need for follow-up evaluations by the Industrial Hygiene Organization.

D. Industrial Hygiene Organization

- C Conduct an evaluation of the employee's work area to assess the risk of exposure to hazardous materials with special emphasis on suspected reproductive hazards.
- C Provide investigation results to the Medical Clinic.
- C Provide consultation for employees regarding the potential exposure to hazardous material.
- C Make recommendations to the declared pregnant individual and her supervisor, as necessary.
- C Make recommendations to employees and their supervisors regarding planned pregnancies, as necessary.
- C Document and maintain investigation results and recommendations.

E. Line Management

- C Consider the recommendations of the Medical Clinic and Industrial Hygiene Organization and implement a course of action to minimize risks to the employee and the embryo/fetus.